DEPARTMENT OF LABOUR

# Annual Report

**for the year ended December 31st**

# 1990

91-03685/

*Honourable Roberta M. Hubley*
*Minister of Labour*

TO HER HONOUR:

THE HONOURABLE MARION REID
Lieutenant Governor of the Province of Prince Edward Island

May It Please Your Honour:

I have the honour to submit herewith the Report of the Department of Labour for the period ending December 31, 1990.

I have the honour to be, Madam,

Your obedient Servant,

Roberta Hubley

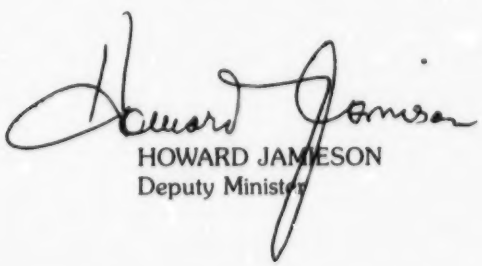
Roberta M. Hubley
Minister of Labour

TO THE HONOURABLE ROBERTA M. HUBLEY
MINISTER OF LABOUR
Charlottetown, P.E.I.

Madam:

I have the honour to submit herewith the Report of the Prince Edward Island Department of Labour for the period ending December 31, 1990.

Respectfully submitted,



HOWARD JAMESON
Deputy Minister

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December 31, 1990

Honourable Roberta M. Hubley
Minister of Labour
P.O. Box 2000
Charlottetown, P.E.I.

Madam Minister:

I am pleased to submit the annual report on the activities of the Department of Labour for the year ending December 31, 1990.

Detailed reports on the various Divisions of the Department of Labour follow.

The 1990 year was a busy and productive one for the Department. The Report of the Ministerial Action Committee on Workers' Compensation was received in late 1990 and released to the public. The Industrial Relations Council heard submissions from a number of interested parties and is well into its review of the Labour Act; a final report is expected in late 1991 or early 1992.

The Labour Relations Board, Employment Standards Advisory Board, Occupational Health and Safety Council and our other advisory boards continue their valuable work on behalf of the Department.

The 1990 session of the Legislative Assembly saw the passage of a new Youth Employment Act that went into effect on 1 November 1990, and a number of important changes to the Labour Act that included two additional paid holidays and strengthened provisions for collection of unpaid wages.

In closing, I want to thank the staff of the Department for the co-operation and support received since my appointment as Deputy Minister of Labour in January 1990.

Respectfully submitted,

HOWARD JAMIESON
Deputy Minister

## ADMINISTRATION

**Administrative Officer: Douglas Carr**

The Administration Division provides centralized financial, personnel and computer planning and development services for the Department.

On April 1, 1989 there were two changes made in the Department's structure. The Labour Management Relations Council and the Labour Management Branch were replaced by the Industrial Relations Council. The second change was the creation of the Occupational Health and Safety Inspection section. Occupational Health and Safety Officers, formerly working at the Workers' Compensation Board, were included in the Departments' budget estimates under this new section. Costs pertaining to the Safety Officers are being paid by the W.C.B. thus their expenditure budget is offset by a revenue budget of the same amount.

The 1989/90 fiscal year approved budgets for the Department were $1,836,900 for expenditures and $445,800 for revenue. During the year additional funds were allocated by way of special warrants in the amount of $13,000 and $84,000. $13,000 was requested to cover the cost of honoraria for the committee appointed to review the Workers' Compensation Act. $84,000 was requested to cover the costs of arbitration and conciliation boards appointed in 1989/90 and to pay legal fees incurred by the Labour Relations Board in carrying out its mandate.

Actual expenditures for the fiscal year were $1,909,723. Total revenue received by the Department was $474,325. A detailed expenditure and revenue report for 1989/90 follows:

## DEPARTMENT OF LABOUR

### Statement of Expenditures
### For the Year Ended March 31, 1990

| Division | Original Estimate | Actual Expenditure |
|---|---|---|
| **Labour Administration** | | |
| Administration | $ 51,400 | $ 51,548 |
| Equipment | 1,000 | 26,724 |
| Material & Supplies | 10,700 | 13,830 |
| Salary | 227,200 | 240,128 |
| Travel & Training | 20,800 | 28,917 |
| TOTAL Labour Administration | 311,100 | 361,147 |
| **Industrial Relations** | | |
| Administration | 500 | 731 |
| Materials & Supplies | 1,800 | 1,421 |
| Professional Services | 8,000 | 51,342 |
| Travel & Training | 2,300 | 2,183 |
| TOTAL Industrial Relations | 12,600 | 55,677 |
| **Employment Standards** | | |
| Administration | 400 | |
| Materials & Supplies | 1,300 | 305 |
| Professional Services | 900 | 1,177 |
| Salary | 82,500 | 99,224 |
| Travel & Training | 7,500 | 8,557 |
| TOTAL Employment Standards | 92,600 | 109,263 |
| **Labour Relations Board** | | |
| Administration | 3,700 | 1,413 |
| Materials & Supplies | 1,700 | 929 |
| Professional Services | 7,000 | 48,650 |
| Salary | 69,700 | 79,065 |
| Travel & Training | 5,500 | 3,951 |
| TOTAL Labour Relations Board | 87,600 | 134,008 |
| **Industrial Relations Council** | | |
| Administration | 500 | 312 |
| Materials & Supplies | | 4,867 |
| Professional Services | | 476 |
| Salary | 30,500 | 41,392 |
| Travel & Training | 300 | 1,341 |
| TOTAL Industrial Relations Council | 31,300 | 48,388 |

| | | |
|---|---|---|
| **Occupational Health and Safety Administration** | | |
| Administration | 4.500 | 856 |
| Equipment | 6.200 | 3.714 |
| Materials & Supplies | 10.600 | 9.261 |
| Professional Services | 4.000 | 490 |
| Salary | 171.600 | 122.380 |
| Travel & Training | 13.000 | 12.386 |
| TOTAL Occupational Health & Safety Administration | 209.900 | 149.087 |
| **Occupational Health & Safety Electrical Inspection** | | |
| Administration | 3.800 | 6.335 |
| Materials & Supplies | 7.000 | 2.111 |
| Salary | 302.100 | 322.930 |
| Travel & Training | 47.600 | 42.936 |
| TOTAL Occupational Health & Safety Electrical Inspection | 360.500 | 374.312 |
| **Occupational Health & Safety Boiler Inspection** | | |
| Administration | 700 | 1.618 |
| Equipment | 2.400 | 1.374 |
| Materials & Supplies | 3.600 | 2.168 |
| Salary | 182.200 | 180.483 |
| Travel & Training | 23.000 | 23.030 |
| TOTAL Occupational Health & Safety Boiler Inspection | 211.900 | 208.673 |
| **Occupational Health & Safety Inspection** | | |
| Administration | 1.000 | 2.709 |
| Equipment | 21.000 | 17.533 |
| Materials & Supplies | 6.200 | 3.024 |
| Professional Services | | 2.627 |
| Salary | 144.500 | 155.118 |
| Travel & Training | 16.100 | 11.248 |
| TOTAL Occupational Health & Safety Inspection | 188.800 | 192.259 |
| **Women's Division** | | |
| Administration | 18.300 | 9.865 |
| Equipment | 500 | 477 |
| Materials & Supplies | 6.300 | 3.057 |
| Professional Services | 4.400 | 238 |
| Salary | 286.100 | 253.386 |
| Travel & Training | 15.000 | 9.886 |
| TOTAL Women's Division | 330.600 | 276.909 |
| TOTAL DEPARTMENT EXPENDITURES | $1.836.900 | $1.909.723 |

## STATEMENT OF REVENUE

### For the Year Ended March 31st, 1990

| | Original Estimate | Actual Receipts |
|---|---|---|
| Electrical Inspections | $150,000 | $158,928 |
| Boiler Inspections | 102,000 | $115,175 |
| Engineers' Fees | 5,000 | 8,059 |
| W.C.B. Cost Sharing Agreement | 188,800 | 191,852 |
| Other | | 311 |
| TOTAL DEPARTMENT REVENUES | $445,800 | $474,325 |

DEPARTMENT OF LABOUR

# INDUSTRIAL RELATIONS DIVISION

Roger W. Kennedy
Assistant Deputy Minister and Chief Conciliation Officer
Wayne MacKinnon, Roy Doucette, Conciliation Officers
Sylvia Bell, Secretary

During the first nine months of 1990, the Prince Edward Island labour force averaged 65,200; of this number 54 per cent were male and 46 per cent were female. 13,861 workers were unionized, 11,714 in the public sector and 2,147 in the private sector.

Labour Canada quotes major settlements for the third quarter of 1990 as 6.5 per cent for the public sector and 6.5 per cent for the private sector.

Statistics Canada shows Prince Edward Island average hourly earnings industrial aggregate for July, 1990 as $8.69 compared to July, 1989 at $8.11, an increase in earnings of 58 cents an hour or 7.15 per cent.

For the fifth consecutive year, Prince Edward Island remained strike and lockout free. This was accomplished during the successful negotiating of 54 collective agreements.

The Province provided conciliation services in the following cases:

City of Charlottetown and Local 3041 Canadian Union of Public Employees. Not settled at Conciliation Officer stage. Settled by Arbitration. (Pending from last report.)

Neil's Ambulance Service Inc. and Local 3324 Canadian Union of Public Employees. Not settled at Conciliation Officer stage. Settled by Conciliation Board. (Pending from last report.)

The General Hospitals of Prince Edward Island as Represented by The Health Negotiating Agency and Local 942 International Union of Operating Engineers. Not settled at Conciliation Officer stage. Arbitration Board appointed. Pending.

Charlottetown Driving Park and Provincial Exhibition Association and Prince Edward Island Union of Public Sector Employees. Not settled at Conciliation Officer stage. Settled by Mediation.

Georgetown Shipyards Inc. and International Association of Machinists and Aerospace Workers, Kings Lodge 1934. Settled.

Maple Leaf Dairy (1986) Ltd. and Local 1252 United Food and Commercial Workers. Settled.

Sacred Heart Home and Local 1588 Canadian Union of Public Employees. Settled. Usen Fisheries (1983) Limited and Local 1252 United Food and Commercial Workers. Settled.

Charlottetown Clinic Management Company and Local 942 International Union of Operating Engineers. Conciliation Officer appointed. Pending.

Maritime Electric Company Limited and Local 1432 International Brotherhood of Electrical Workers. Conciliation Officer appointed. Pending.

## EMPLOYMENT STANDARDS DIVISION

Wayne S. MacKinnon, William G. Monteith

The role of the Employment Standards Division is to enforce Part III of the Labour Act. The Act endeavours to ensure employees receive payment of wages, vacation pay, statutory holidays, proper notice of termination, payment of minimum wage and overtime and maternity leave protection.

The Division also provides legislative information to the public through telephone contact, office interviews, information seminars, routine inspections and distribution of Departmental literature. Approximately three thousand five hundred copies of the Labour Act and information pamphlets were distributed throughout the year. This was the first year in which the Branch provided printed information in both English and French languages. The Division conducted nine information seminars for groups ranging from ten to twenty-five persons.

The Division was called upon to investigate 216 formal complaints during 1990; and, of the 216 formal complaints, 127 have resulted in monetary recovery. Five cases are presently before the courts awaiting resolution.

During 1990 the Hilton Hotel case, which originated in 1983, was finalized in Court, and $88,624.05 in vacation pay monies was recovered on behalf of the employees.

During 1990 the H.M. Simpson Ltd. case, which originated in 1983, was finalized in Court, and $8,930 in vacation pay monies was recovered.

The total sum of monies recovered from the formal complaints breaks down as follows:

| | |
|---|---|
| Vacation Pay | $111,307.93 |
| Wages | 64,704.78 |
| Pay in lieu of Proper Notice | 3,797.55 |
| TOTAL | $179,810.26 |

The Division handled 4,099 inquiries and conducted 687 routine inspections.

## EMPLOYMENT STANDARDS ADVISORY BOARD

Michael F. Hennessey, Chairman

The role of the Employment Standards Advisory Board is to hear appeal presentations from employers who have a complaint filed against them for alleged violations of Part III of the Labour Act, and also to make recommendations to the Lieutenant Governor in Council with regard to changes in the Minimum Wage Order.

During 1990 the Board held four meetings which dealt with six appeal presentations. Two appeals dealt with vacation pay, two appeals dealt with unauthorized deductions, one appeal dealt with pay in lieu of proper notice and one appeal dealt with wage recovery.

During 1990 the Board submitted a recommendation that provided for an increase to the minimum wage rate as well as the overtime rate.

During 1990 Carl Riggs submitted his resignation due to increasing commitments but agreed to stay on until a replacement is appointed.

Other members comprising the Board are as follows: Diane Campbell, Debbie Panton and Wayne Vessey.

## LABOUR RELATIONS BOARD (P.E.I.)

Chair, M. Lynn Murray
Vice-Chair, J.J. Revell, Aidan Sheridan
Chief Executive Officer, Roy J. Doucette

The Labour Relations Board presently consists of M. Lynn Murray as Chair; J.J. Revell and Aidan Sheridan as Vice-Chairs; four employer representatives; namely, Lloyd Weeks, James McTague, Gerald Doyle and Jean-Marc Gallant; and four employee representatives; namely, Ray McBride, Elizabeth MacFadyen, Ted Crockett and Judy Goodwin.

One of the primary functions of the Labour Relations Board is to secure and maintain harmonious labour-management relations in the Province. Thus, the Board provides a quasi-judicial process to resolve matters that either labour or management bring before the Board.

The 1990 year has been a busy year for the Board, albeit in fewer applications being filed than in the previous year. Twenty-nine new matters were filed with the Board in the 1990 year and thirteen were carried over from 1989. Of the total matters that the Board had to deal with in 1990, twenty-five of those matters have been resolved by the Board and seventeen remain current and pending and will be resolved as soon as practicable.

The Board notes an increasing trend in that matters coming before the Board are more litigious and the hearings are lengthier. While perhaps a reflection of the status of the economy, the Board has no reason to believe that 1991 will be less active for the Board than the past year.

## INDUSTRIAL RELATIONS COUNCIL

L.W. (Ken) Brammer, Interim Chair

1990 marked a very active year for the Industrial Relations Council. Commencing in January, the Council, as part of their Review of the P.E.I. Labour Act, heard elaborations on written briefs and the delivery of verbal presentations by interest groups.

Following the study and interpretation of these verbal reports and briefs submitted to the Review Committee, the Council concentrated on reviewing Parts I, II and III of the P.E.I. Labour Act.

Eight Council members equally representative of both employees and employers met with neutral chair Ray Malone to review the Island's labour legislation and make recommendations to the provincial government.

In September, Ray Malone resigned and his position was filled by former Deputy Minister of Labour, L.W. (Ken) Brammer as interim chair.

While continuing to review the Labour Act, Council planned, along with their co-sponsors at Labour Canada, the 24th Labour/Management Conference. This successful Conference was attended by representatives from many employment sectors across the province and had as a theme, "Stress in the Workplace".

Members comprising the Council, in addition to the Chair, include Lou Bradley, Ted Crockett, Tom Dunn, Frank Gillan, Jeannie Lea, Aubrey MacDonald, Sandra MacLean and Francis Reid.

Review of the P.E.I. Labour Act, the Industrial Relations Council's first priority, will continue into 1991.

## OCCUPATIONAL HEALTH AND SAFETY DIVISION

Roger Kennedy, Acting Director

### BOILER AND PRESSURE VESSELS SECTION

| | |
|---|---|
| Miller West | - Chief Boiler Inspector |
| Ken Hynes | - Boiler Inspector |
| Roger Walsh | - L.P. Gas Inspector |
| Marjorie Ramsay | - Administrative Assistant |

### ELECTRICAL AND ELEVATOR INSPECTION SECTION

| | |
|---|---|
| Ed Power | - Chief Electrical Inspector |
| William Chappell | - Electrical Inspector |
| Ted Kitson | - Electrical Inspector |
| Jerry MacLean | - Elevator Inspector |
| Ivan MacWilliams | - Electrical Inspector |
| Joe Peters | - Electrical Inspector |
| Albert Stairs | - Electrical Inspector |
| Miriam Drake | - Secretary |

### OCCUPATIONAL HEALTH AND SAFETY DIVISION

| | |
|---|---|
| Brian Kelly | - Chief Occupational Health and Safety Officer |
| Ed Dornan | - Occupational Health and Safety Officer |
| Aurell Johnston | - Occupational Health and Safety Officer |
| George Stewart | - Occupational Health and Safety Officer |
| Heather McKenna | - Secretary |

## ELECTRICAL/ELEVATOR INSPECTION SERVICES

Electrical construction during 1990 continued at a relatively high level. While there was a small reduction in the number of new dwelling units, overall, there was an increase in electrical construction activity from 1989. This increase required over 500 more inspections to be carried out than in the previous year.

Electrical inspection staff conducted approximately 12,000 inspections during the year on both new and renovated electrical installations.

In addition, several hundred inspections were carried out on existing installations such as community care facilities, residential installations, mobile home parks, fishing ports and various other types of industrial and commercial installations.

Inspection staff also conducted approximately 225 inspections on lightning rod installations and inspections relating to occupational health and safety.

Over 100 sets of plans and specifications for major industrial and commercial installations were submitted to our Charlottetown office for review and approval during the year.

Computerization of the Electrical and Elevator inspection Branch's administrative operations was commenced in early 1990. The process of computerizing the various administrative systems will continue with the view of having these systems computerized in all the Branch's offices in the near future.

Inspection activity in the elevator sector was greater than in the previous year. Sixteen new elevating devices were installed throughout the province during the period. While the majority of the units installed were passenger elevators, four of the units were passenger escalators, the first such units to be installed in P.E.I.

### Electrical Activities

| | |
|---|---|
| Applications for Inspection | 5370 |
| Connection Permits Issued | 3185 |
| Fees Collected | 149,544.74 |

**Licenses Issued Annually**

| | |
|---|---|
| Electrical Contractors | 186 |
| Journeymen | 298 |
| Apprentices | 49 |
| Special | 27 |

**Qualifying Examinations for Electrical Contractors**

| Date of Examination | No. of Contestants | No. Qualifying |
|---|---|---|
| Jan., 1990 | 3 | 3 |
| July, 1990 | 3 | 2 |

**Elevator Activities**

**Inspections**

| | |
|---|---|
| New installations | 16 |
| Existing Installations | 206 |
| Fees Collected | $16,615.60 |

**Lightning Rod Activities**

**Inspections**

| | |
|---|---|
| Applications Received for Lightning Rod Inspection | 25 |
| **Licenses Issued** | |
| Lightning Rod Firms | 2 |
| Agents and Installers | 3 |
| Occupational Health and Safety Inspections Conducted | 200 |

## BOILER AND PRESSURE VESSEL BRANCH

Through the administration of the Boilers and Pressure Vessels' Act and Regulations as well as the Power Engineers' Act and Regulations, the Boilers and Pressure Vessels' Branch of the Occupational Health and Safety Division, pursues its objective of providing reasonable protection to life and property where boilers, pressure vessels and Liquid Propane Gas are being used. This legislation requires that boilers, pressure vessels and pressure piping be designed, constructed, installed and operated according to adopted codes and standards.

## BOILER AND PRESSURE VESSELS

### DESIGN REGISTRATION

Designs for boilers, pressure vessels, fittings, and pressure piping systems are submitted to the Branch for review and registration. The Branch surveys them for compliance with Regulations and applicable codes governing sound engineering practices, material specifications, welding and construction procedures, and quality control systems.

DESIGN REGISTRATIONS: BOILERS, PRESSURE VESSELS
PRESSURE PIPING, FITTINGS
175 DESIGNS

## INSPECTIONS

The Branch inspects and tests boilers and pressure vessels during and after construction (when constructed locally) as well as after installation. At the time of initial inspection, a certificate to permit operation is issued to the owner. Service inspections are carried out during the operating life of the boiler or pressure vessel.

INSPECTIONS AND INVESTIGATIONS:

| | |
|---|---|
| 1,823 | Boilers |
| 1,391 | Pressure Vessels |
| 0 | Accidents |
| 0 | Injuries |
| 0 | Fatalities |
| 192 | Potential Hazards |

## PRESSURE WELDING AND BRAZING

The same criteria which governs registration of designs also applies to welding procedures. A welding procedure is a document which sets out certain minimum details which must be adhered to in order to produce a weldment that meets minimum code requirements.

Under the Boilers and Pressure Vessels' Act, the quality of weldments is the responsibility of the manufacturer or contractor. The first step in guaranteeing the quality required is the submission of the welding procedure for review and registration. The second step is the qualification of the individuals who will fabricate the actual weldments.

| | |
|---|---|
| WELDING PROCEDURES CURRENTLY REGISTERED | 50 |
| BRAZING PROCEDURES CURRENTLY REGISTERED | 11 |
| PRESSURE WELDERS CERTIFIED DURING 1990 | 89 |
| PRESSURE BRAZERS CERTIFIED DURING 1990 | 2 |

## QUALITY ASSURANCE

According to the Boilers and Pressure Vessels' Legislation, all persons, firms, or corporations installing boilers, pressure vessels, or pressure piping must be registered as a Mechanical Contractor. To obtain this registration, submission of a basic Quality Control Manual outlining the scope of work and capability is required.

| | |
|---|---|
| QUALITY CONTROL MANUALS REGISTERED IN 1990 | 16 |
| MECHANICAL CONTRACTORS CURRENTLY LICENSED | 60 |

## LIQUID PROPANE GAS

### DESIGN REGISTRATION

The first step in the construction of an L. P. Gas system which meets the safety requirements of the Regulations is the submission of plans for approval and registration.

| | |
|---|---|
| L. P. GAS DESIGNS REGISTERED FOR 1990 | 238 |

Of the 238 designs registered. 151 have received final inspection and approval.

### LIQUID PROPANE GAS INSPECTIONS

Gas inspections are carried out at random consumer sites which fall under the L. P. Gas Code as well as at gas plants and of bulk delivery vehicles used in the L. P. Gas Industry to ensure that minimum safety requirements are met. Total L. P. Gas inspections for 1990 stands at 661 consisting of the following breakdown.

| | |
|---|---|
| CLASS A PLANTS | 1 |
| CLASS C PLANTS | 2 |
| CLASS D PLANTS | 20 |
| BULK TRUCKS | 2 |
| PROVINCIAL CONSUMER SITES | 343 |
| REINSPECTIONS | 148 |
| PRESSURE TESTS | 123 |
| FEDERAL SITES | 22 |

### POTENTIAL HAZARDS

During each inspection, individual areas which do not meet code requirements and present possible hazards to the safety of individuals are noted and REPAIR ORDERS issued. Total potential hazards in the L. P. Gas systems number 397. Approximately 80% of these hazards have been rectified.

During the year 1990, three accidents and one gas leak involving propane occurred. One accident resulted in injuries to one individual.

## PROPANE PERSONNEL CERTIFICATION

All persons involved in the fabrication, installation, and repair of propane systems and appliances as well as those persons involved in the handling of propane gas in any manner must obtain certification. Certification is issued by the Branch upon successful completion of examinations. All examinations and the qualifications required to write them ensure that the certificate holders have the standards of experience, competency and knowledge required in their respective fields. During this year, 104 applicants wrote examinations in different areas of the L. P. Gas Industry with the following results.

| | | |
|---|---|---|
| DISPENSER OPERATOR | 61 APPLICANTS | 31 CERTIFICATES |
| DOMESTIC GAS FITTER | 6 APPLICANTS | 2 CERTIFICATES |
| CYLINDER DELIVERY | 4 APPLICANTS | 3 CERTIFICATES |
| GAS INSTALLER | 6 APPLICANTS | 6 CERTIFICATES |
| BULK PLANT OPERATOR | 5 APPLICANTS | 5 CERTIFICATES |
| INDUSTRIAL GAS FITTER | 2 APPLICANTS | 1 CERTIFICATE |
| TANK TRUCK OPERATOR | 4 APPLICANTS | 4 CERTIFICATES |

| | | |
|---|---|---|
| INTERPROVINCIAL TRANSFERS | | |
| CARGO LINE OPERATOR | 14 | |
| TANK TRUCK OPERATOR | 1 | |
| CYLINDER DELIVERY | 1 | |
| TOTAL ISSUED | | 68 CERTIFICATES |

## POWER ENGINEERS

### POWER ENGINEER CERTIFICATION

The Power Engineers' Act requires that qualified personnel be in attendance when larger power plants and heating plants are in operation. The qualifying examinations used are Interprovincial. Candidates receiving qualifications as Power Engineers in this province can transfer to any province or territory in Canada with the exception of Ontario and vice-versa.

### EXAMINATIONS CONDUCTED

| | |
|---|---|
| FIRST CLASS | 1 |
| SECOND CLASS | 8 |
| THIRD CLASS | 13 |
| FOURTH CLASS | 25 |

## POWER ENGINEERS LICENSED FOR 1990

| | |
|---|---|
| FIRST CLASS | 9 |
| SECOND CLASS | 27 |
| THIRD CLASS | 71 |
| FOURTH CLASS | 157 |
| REFRIGERATION A | 8 |
| REFRIGERATION B | 20 |

## PLANT REGISTRATION

The Power Engineers' Act requires that all plants requiring operators be registered and a certificate of registration be issued. The certificate must show the rating of the plant, the class of license required for Chief Engineers and Shift Engineer.

## CLASSIFICATION OF PLANTS CURRENTLY REGISTERED

| | |
|---|---|
| FIRST CLASS | 4 |
| SECOND CLASS | 2 |
| THIRD CLASS | 14 |
| FOURTH CLASS | 34 |
| REFRIGERATION A | 2 |
| REFRIGERATION B | 10 |

## GENERAL INFORMATION

The Boiler and Pressure Vessel Branch is presently involved in the development and implementation of computer systems for its various programs.

During the year, staff members participated on a number of committees both at the Provincial and National level.

## OCCUPATIONAL HEALTH AND SAFETY BRANCH

### GENERAL

The Director of Occupational Health and Safety, Paul Deveau resigned his position in August, 1990, for other employment in New Brunswick. The Department is seeking a new Director through the Civil Service Commission.

The Occupational Hygienist, Suzette LeClerc resigned her position to pursue a career in veterinary medicine. The Department is also filling this position through the Civil Service Commission.

The Occupational Health and Safety Branch held its first Occupational Health and Safety Conference June 22 and 23, 1990. Because of the positive response and requests for more health and safety education, the Department is considering an annual occupational health and safety conference.

Under Section 31 of the Occupational Health and Safety Act, anyone contravening the Act or Regulations is subject to a fine of up to $2,000. on a summary conviction. One employer was charged under Section 31 after an employee was seriously injured. The employer was fined $200.

### SERVICES

In its fourth year of operation, the Occupational Health and Safety Branch has once again seen an increase in its services.

**(a) Number of Inspections:**

Occupational Health and Safety Officers carried out 2211 workplace inspections. There were 22 "Stop Work Orders" issued.

**(b) Contacts:**

There were 1773 contacts made during the year. Contacts included telephone inquiries and people wishing to speak to an Officer about the Act and regulations or looking for advice about how to correct a hazard or a potential hazard.

**(c) Educational:**

The Occupational Health and Safety Officers carried out 94 Education Seminars.

**(d) Appeals and Refusals:**

Under the Occupational Health and Safety Act, employees have the right to refuse unsafe work. There were no work refusals in 1990. An employer also has the right to appeal to the Director any order made by an Occupational Health and Safety Officer. There were no appeals during the year.

**(e) Fatalities:**

There was 1 fatality under Provincial jurisdiction in 1990. This fatality was in the construction industry.

**(f) Staff Training & Development:**

- Three officers attended an air quality seminar in Moncton, New Brunswick.
- Three officers attended an annual training seminar in Amherst, Nova Scotia for Atlantic Provinces officers.
- Chief Officer attended the Canadian Federation of Labour Convention in Charlottetown, P.E.I.
- Chief Officer attended C.S.A. meeting in Moncton on fall protection devices.
- Chief Officer attended a Fall Protection Seminar in Fredericton, N.B.
- Chief Officer was requested to speak at ESSO Canada Safety Seminar in Amherst, N.S.
- Chief Officer attended Senior Safety Officers' Meeting in Moncton, N.B.
- Chief Officer and Assistant Deputy Minister attended Atlantic Provinces Senior Occupational Health and Safety Management Meeting in Halifax, Nova Scotia.
- Chief Officer attended a jurisdictional meeting in Moncton, New Brunswick.

# OCCUPATIONAL HEALTH AND SAFETY COUNCIL

Graham Stewart, Chair
Heather McKenna, Secretary

1. **Council Functions**

The role of the Council is:

- to make recommendations on programs to promote occupational health and safety;
- to advise the Minister on matters relating to occupational health and safety including proposed amendments to the Act and regulations.

2. **Council Meetings**

The Council held two regular meetings during 1990. Its activities included examination of proposed amendments to regulations relating to asbestos and to traffic control.

3. **Council Membership**

| | |
|---|---|
| Jim Blanchard | - Labour |
| John DeMarsh | - Professional |
| Cecil Dunbar | - Public |
| Adelard Gallant | - Fishing |
| Sandra Gordon | - Women/Nursing |
| Arthur MacDonald | - Worker's Compensation Board |
| Neville McKittrick | - Manufacturing |
| Herb Pridham | - Agriculture |
| Francis Reid | - Management |
| Graham Stewart | - Chair of Council |

**Others**

| | |
|---|---|
| Verna Bruce | - Deputy Minister of Health and Social Services (Ex Officio) |
| Roger Kennedy | - Assistant Deputy Minister of Labour(Ex Officio) |

4. **Council Office**

The Council operates out of the Department of Labour. Mail to Council should be addressed as follows:

Occupational Health and Safety Council
Department of Labour
31 Gordon Drive
Charlottetown, P.E.I.
C1A 7N8

# PAY EQUITY BUREAU

Faye Martin-Birt, Commissioner of Pay Equity
Glenda Rodd, Pay Equity Officer
Frances Piercey, Pay Equity Officer
Dawn Cahill, Secretary

## Legislation and Mandate

The Pay Equity Bureau was established in the Department of Labour on October 1, 1988 when the Pay Equity Act was proclaimed. The Act requires public sector employers under its jurisdiction to implement and maintain pay equity among male and female dominated job classes performing work of equal or comparable value. The implementation process is to be carried out through joint negotiations between employers and unions or other employee representatives.

The Pay Equity Bureau is designated as the agency responsible for administering the Act. The legislation also sets out a number of educational, assisting, monitoring, regulatory and reporting duties to be performed by the Bureau. These include initiating and monitoring the pay equity implementation process to ensure compliance with the Act, providing education and assistance to the parties concerned with pay equity, maintaining records and statistics relating to pay equity, reporting to the Minister on a regular basis on progress in pay equity implementation and receiving and processing complaints regarding failure to comply with the Act.

## ACTIVITIES

The year 1990 saw a major expansion of the Bureau's monitoring, assisting and educational activities, starting in January when the broader public sector began pay equity implementation. Employers in the 'broader public sector' include the regional school boards, the general hospitals, the University of Prince Edward Island, Holland College, county addiction services organizations, licensed nursing homes, the Charlottetown Area Development Corporation and the Summerside Waterfront Development Corporation. Bureau staff monitored the pay equity process in these establishments as well as in the civil service and crown agencies which began negotiations in January, 1989. This involved attending negotiation and job evaluation sessions held by the parties and providing assistance when required and appropriate to do so. Telephone contacts and special meetings with the parties were also part of the monitoring and assisting process. The various groups and individuals on joint pay equity committees were provided with training or information sessions, as needed. Information sessions were also given to larger employee groups on request.

Two complaints, filed with the Commissioner of Pay Equity under Section 6(1) of the Act, were handled by the Bureau during 1990. Both complaints were settled by a formal agreement among the parties involved.

The second Intergovernmental Conference on Pay Equity, held in Charlottetown in June, was planned and hosted by the Bureau. Participants from the ten provinces and the federal jurisdiction met to exchange information on pay equity and to share experiences. The conference was chaired by P.E.I.'s Commissioner of Pay Equity, Faye Martin Birt.

The Bureau produced two additional booklets in its technical series during 1990: Job Evaluation and Job Analysis. In addition, sets of guidelines were prepared for pay equity hearings and pre-hearing conferences as well as for preparation of Stage I pay equity agreements.

Stage One of pay equity implementation began on January 1, 1989 and covered the Civil Service, the Georgetown Shipyard Inc., the P.E.I. Development Agency and the P.E.I. Grain Elevators Corporation. Stage Two and Three Agreements (as required by the Pay Equity Act) outlining the details of pay equity implementation for these employers were filed with the Pay Equity Commissioner by December 31, 1990.

## DEPARTMENT OF LABOUR OFFICIALS AND PERSONNEL

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DEPUTY MINISTER OF LABOUR, HOWARD JAMIESON

ASSISTANT DEPUTY MINISTER OF LABOUR, ROGER W. KENNEDY

### ADMINISTRATION

Linda Birt, Secretary to Deputy Minister
Sylvia Moore, Secretary to Minister
Doug Carr, Administrative Officer

### INDUSTRIAL RELATIONS

Roger Kennedy, Chief Conciliation Officer
Roy Doucette, Conciliation Officer
Wayne MacKinnon, Conciliation Officer

### EMPLOYMENT STANDARDS

Wayne MacKinnon, Chief Labour Standards Inspector
William Monteith, Labour Standards Inspector
Sylvia Bell, Secretary

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Ed Dornan, Occupational Health and Safety Officer
Aurell Johnston, Occupational Health and Safety Officer
George Stewart, Occupational Health and Safety Officer

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Louise Polland, Policy Analyst

PAY EQUITY BUREAU

Faye Martin-Birt, Pay Equity Commissioner
Dawn Cahill, Secretary
Fran Piercey, Pay Equity Officer
Glenda Rodd, Pay Equity Officer

## LEGISLATION ADMINISTERED BY THE DEPARTMENT OF LABOUR

Prince Edward Island Labour Act

Youth Employment Act

Power Engineers Act

Boiler and Pressure Vessels Act

Workers' Compensation Act

Blind Worker's Compensation Act

Truck Operators Remuneration Act

Occupational Health and Safety Act

Construction Safety Act

Electrical Inspection Act

Elevator and Lifts Act

Pay Equity Act

Lightning Rod Act

# PRINCE EDWARD ISLAND DEPARTMENT OF LABOUR ORGANIZATIONAL CHART